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PA Outdoor Corps - 2025 Scranton Youth Crew

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Job Description

POSITION SUMMARY:

The Student Conservation Association, in partnership with the Pennsylvania Department of Conservation and Natural Resources (DCNR), is seeking high school-aged students to join the Pennsylvania Outdoor Corps. The Pennsylvania Outdoor Corps offers paid work experience, hands-on skill development, and educational opportunities. Crew members will join a team of peers to complete conservation and infrastructure projects on Pennsylvania's public lands. Throughout the season, members will also participate in education and training activities related to resource management, environmental education, and recreation.

POSITION DETAILS:

2025 Crew Location: Scranton, PA

Program Dates: 6/30/25 – 8/8/25

Weekly Schedule: Monday - Friday; 7:30am - 3:30pm

*Local crews meet daily at a centralized location in their program city. Crew leaders will transport their team to the worksites in SCA vehicles. Some drives can be up to 1 hour. This is a field-based position. Efforts will be made to accommodate safe and indoor work during short periods of inclement weather, but crew members may be called off during periods of extreme weather, and therefore, 37.5 hours per week is not guaranteed in the event of inclement weather events.

Compensation

\$15/hr (pre-tax) paid biweekly.

**All allowances are subject to applicable federal, state, and local taxes.*

Hours

37.5 per week

Living Accommodations and Transportation

No housing provided. Member must have housing in or near program city prior to the program start date. Crew vehicles provided for transporting the team to and from worksites for the full duration of the field season, members must have reliable transportation to and from their team's centralized meeting location.

MEMBER EXPECTATIONS:

- Able to commit to the full duration of the program
- Able to cooperate with others to complete daily group tasks, responsibilities, and project work under variable daily routines and environmental conditions
- Able to arrive on time and prepared for each workday
- Able to follow instructions and guidance from crew leaders and project partners
- Able to contribute to a respectful work environment through a positive attitude and strong work ethic
- Able to maintain adherence to all SCA safety protocols and procedures
- Able to fully engage in education sessions, project tasks, and team-building

PARTICIPANT ELIGIBILITY:

- Must be between ages 15 and 18 before the start of the position
- Must be a current PA resident
- Must be available for the full duration of the position
- Must have housing in or near the program city
- Must have reliable transportation to and from the crew meeting location
- Must successfully complete all Onboarding requirements and be field-approved by SCA staff
- Must have the ability to model safe, respectful, and professional behavior at all times
- Ability to perform manual, physical labor in outdoor environments, exposed to the elements, alongside a team under the supervision of adult crew leaders.

JOB FUNCTIONS:

CONSERVATION PROJECTS MAY INCLUDE

- Trail maintenance and construction, including implementing water management techniques, brushing, blazing, reroutes,

- Habitat Restoration including invasive species identification and removal, data collection, and tree planting
- Facility maintenance projects, including painting, staining, and basic carpentry
- Construction projects such as picnic tables, stairs, and signage
- Fencing and Boundary Line Maintenance

WORKING CONDITIONS

- Work settings require the ability to positively interact with people of varying cultures and perspectives.
- Decreased or inclement air quality conditions due to wildfire smoke or smog.
- Warm temperatures and adverse heat conditions could include temperatures in some regions up to 110°F or hotter.
- Exposure to natural and environmental hazards such as poison ivy, oak, or sumac, tick and mosquito-borne illness, snakes, and potential for other wildlife encounters.

GENERAL PHYSICAL REQUIREMENTS

- Able to work in outdoor environments, conducting manual project work in a variety of weather conditions.
- Able to stay alert and engaged for extended periods of program time.
- Able to refrain from behaviors and actions that disrupt the work and safety of others.
- Able to understand and adhere to SCA procedures and safety policies.
- Able to wear all required personal protective equipment, including internal or external safety glasses, hard hats, gloves, N95 or other approved face mask or shield, chaps, and appropriate footwear.
- Able to self-regulate or co-regulate emotions and actions when distressed or uncomfortable, with or without the support of others.

Equal Opportunity Statement

SCA strives to cultivate a work environment that encourages fairness, teamwork, and respect among all staff members. SCA is committed to maintaining a work atmosphere in which people of diverse backgrounds and lifestyles may grow personally and professionally. The Student Conservation Association, Inc. is an equal opportunity employer